

FIG. 1

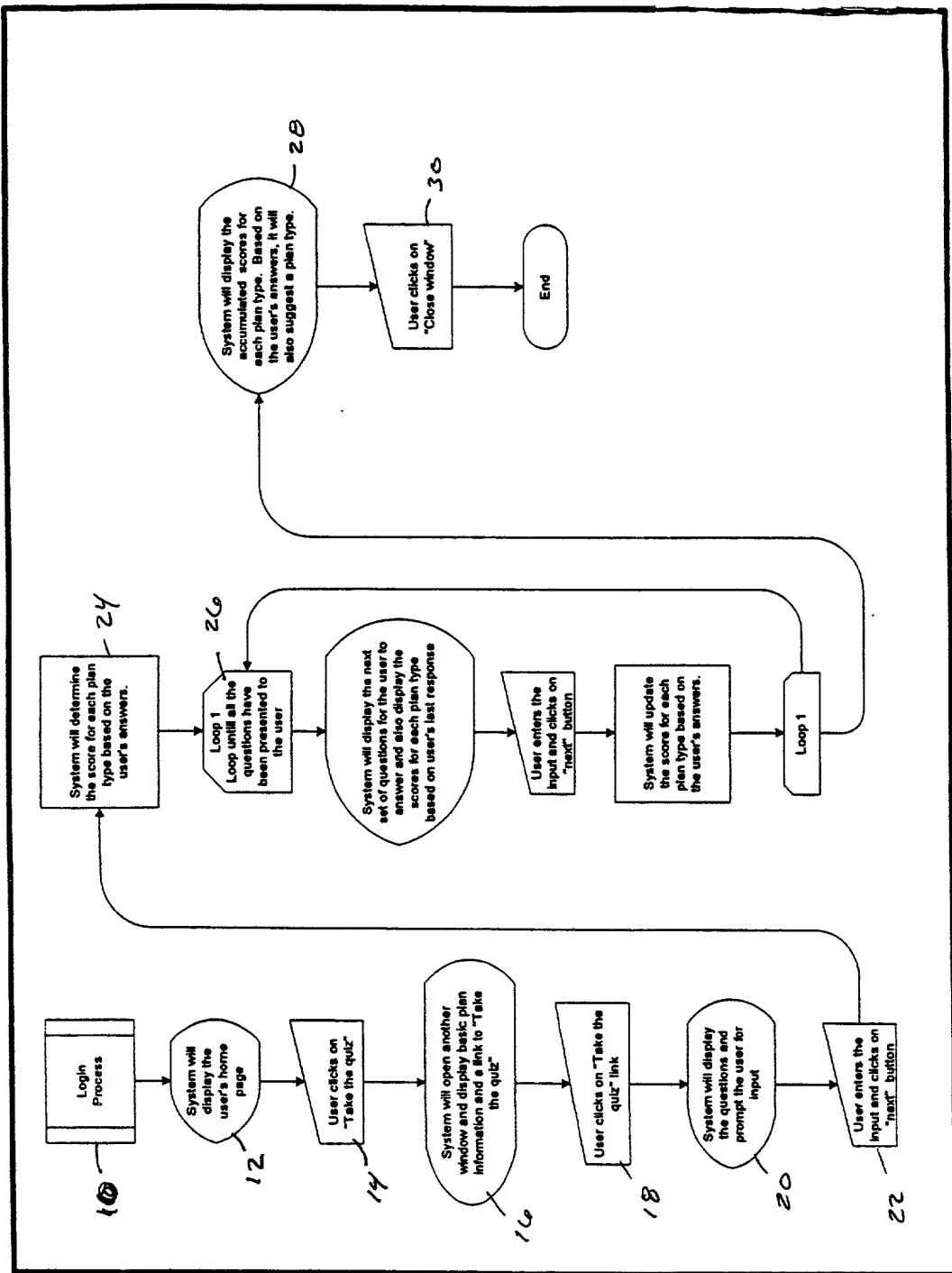
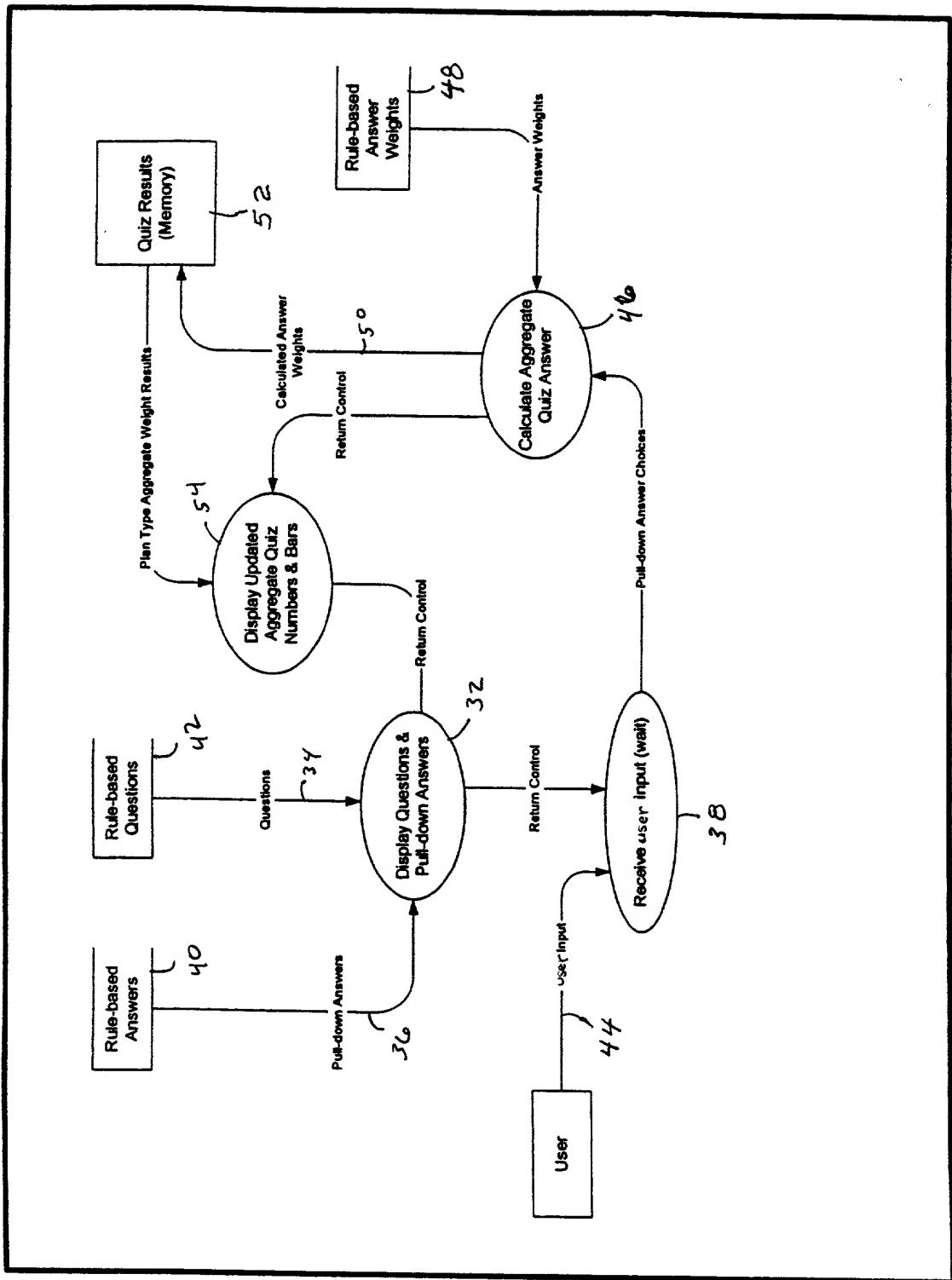


Fig. 2



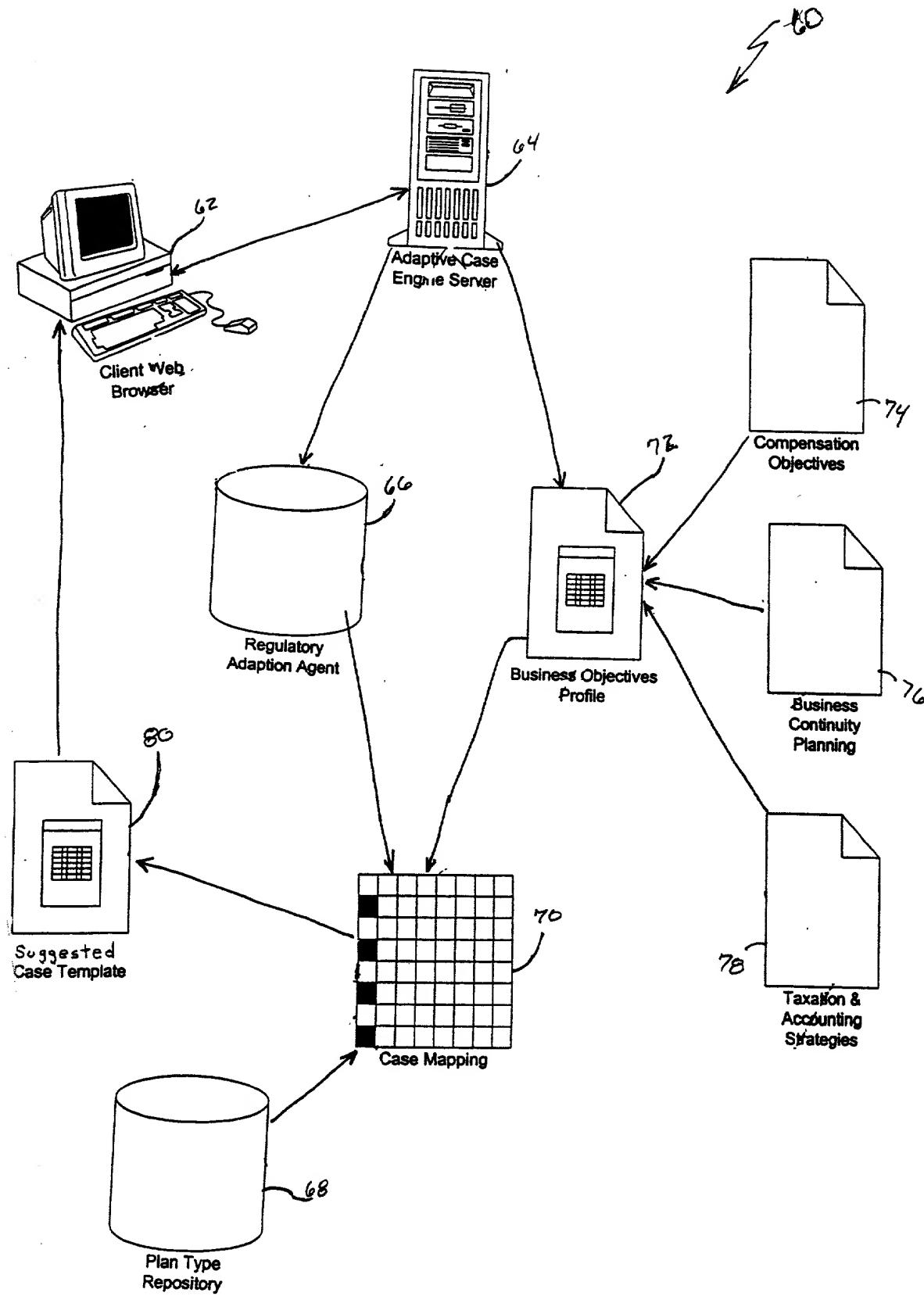


FIG. 3

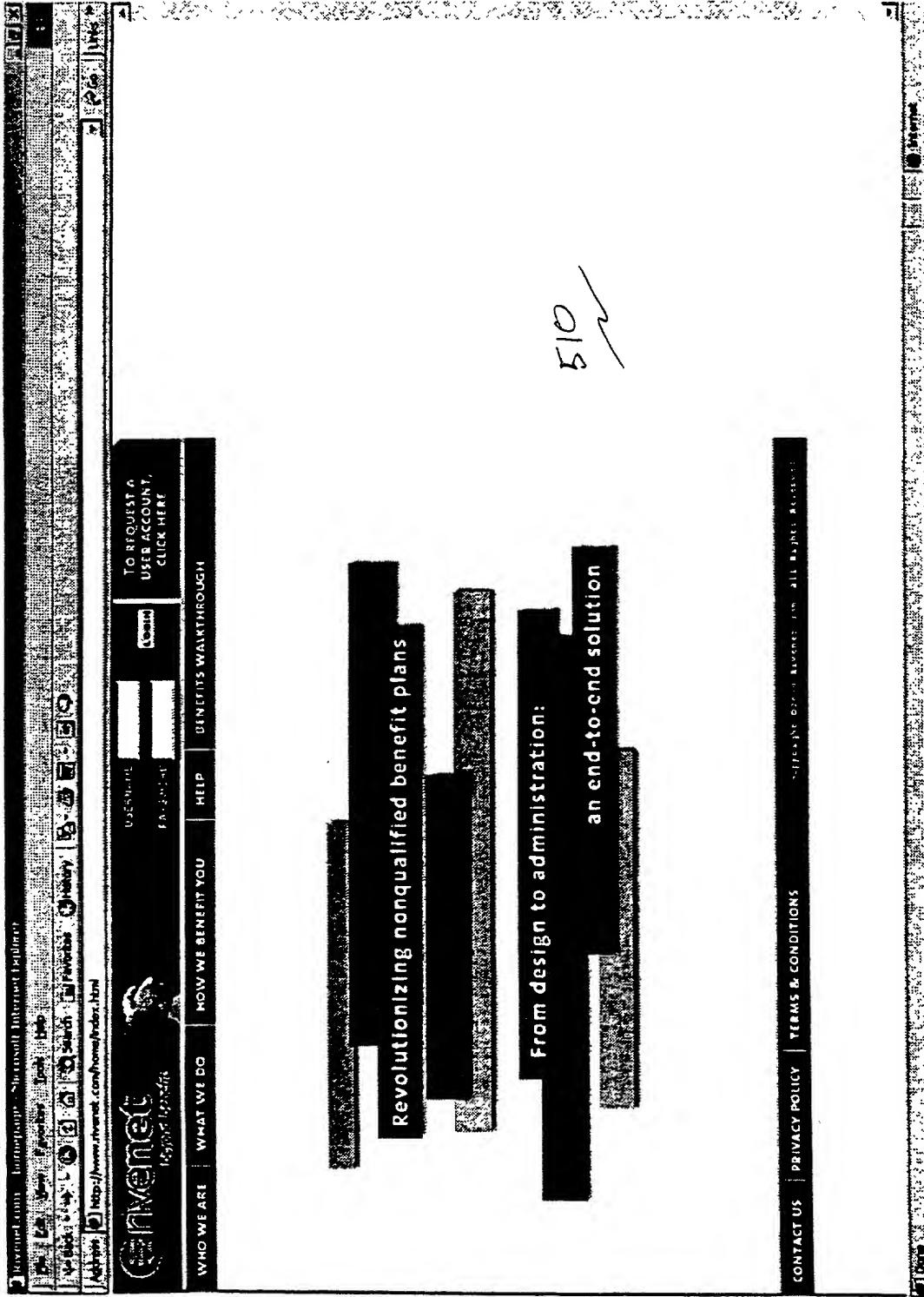


FIG. 7A

ACE 2.0 | My Plan

CREATE ACCOUNT | TAKE THE QUIZ | DESIGN PLAN | PLAN INFO | HOW IT WORKS | [Edit My Information](#) | [Logout](#)

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Select a case name to view group information.

Case Name:

Blended Contribution Plan Deferred Compensation Plan 10/23/2000
Searle Company Deferred Compensation Match Plan Deferred Compensation Plan With Employer Match 10/23/2000
Searle Company Deferred Benefit Plan Deferred Benefit Plan 10/24/2000
Searle Company Deferred Contribution Plan Deferred Contribution Plan 10/23/2000

512 ✓

[CREATE NEW CASE](#)

[About This Page...](#)

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To design a new plan, use the "Design Plan" button in the top navigation bar.

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FIG. 7B 4B

File, Edit, View, Insert, Tools, Help

Nonqualified Benefits Quiz - Microsoft Internet Explorer

Which plan is best for you?

ENTITLEMENT	EMPOWERMENT	MOTIVATION	INCENTIVE
Defined Benefit	Deferred Compensation	Compensation Match	Defined Contribution

The following 20 questions will help you determine where your corporate objectives fit on the compensation spectrum. This may prove useful when determining the types of nonqualified benefit plans that make sense for you.

Take the quiz now. ↗ 518

Close window. ↗ 520

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Done

Internet

F1 Gr. 7C HC

Nonqualified Benefits Quiz - Microsoft Internet Explorer

Questions 1-3 522

How important is it to align the personal financial goals of your key people to your company's financial goals? 528

Critical to the company 524

How important is it to tie rewards directly to employees' long-term commitment? 530

Critical to the company 526

Which of the following best describes the single most important employee quality you want to reward? 534

Results 532

Done

Home

Fig. 7B 4D

<p>Questions 4-8</p> <p>Which statement best describes your key people's reaction to restrictions on contributions to your 401(k) plan?</p> <p><input type="checkbox"/> No one expresses concern about restrictions</p> <p><input type="checkbox"/> They would enthusiastically utilize it.</p> <p><input type="checkbox"/> If your business is family owned, what stage of development has been reached?</p> <p><input type="checkbox"/> Not applicable</p>	
<p>How would your key people react to a nonqualified retirement benefit plan that increases their pretax savings and company contribution potential, but has fewer or the financial guarantees of a qualified 401(k)?</p> <p><input type="checkbox"/> They would enthusiastically utilize it.</p> <p><input type="checkbox"/> If your business is family owned, what stage of development has been reached?</p> <p><input type="checkbox"/> Not applicable</p>	
<p style="text-align: right;">536</p> <p style="text-align: right;">537</p> <p style="text-align: right;">538</p>	
<p style="text-align: center;"> Entitlement: 12 <small>(Defined Benefit Plan)</small> Empowerment: 12 <small>(Deferred Compensation Plan)</small> Motivation: 30 <small>(Deferred Compensation Plan With Employer Match)</small> Incentive: 49 <small>(Defined Contribution Plan)</small> </p>	

FIG. 7E 4E

Questions 7-8

Control and management of the business has moved beyond the founder generation, how is ownership structured?

Not applicable

What is your timeline for reviewing the company's continuity and succession plan?

Completed review within 12 months.

WHAT IS THE EVIDENCE FOR A DESIGNER?

Sole proprietorship

NETT

Entitlement: 12 <small>(Defined Benefit Plan)</small>	Empowerment: 32 <small>(Deferred Compensation Plan)</small>	Motivation: 50 <small>(Defined Compensation Plan With Employer Match)</small>	Incentive: 48 <small>(Defined Contribution Plan)</small>
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FIG. 7F

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Questions 10-12																	
How many people in your company would you classify as key employees?	<input type="checkbox"/> Under 10 Under 675,000 Under 35																
Which range of salaries encompasses the largest number of your key people?	<input type="checkbox"/> Under 675,000 Under 35																
What age range encompasses the largest number of your key people?	<input type="checkbox"/> Under 10 Under 675,000 Under 35																
<p style="text-align: center;">→ 53% ←</p> <p style="text-align: center;">→ 54% ←</p> <p style="text-align: center;">→ 53% ←</p>																	
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; text-align: right; padding-right: 5px;">Entitlement:</td> <td style="width: 10%; text-align: left; padding-left: 5px;">20</td> </tr> <tr> <td style="text-align: right; padding-right: 5px;">(Defined Benefit Plan)</td> <td style="text-align: left; padding-left: 5px;">[Redacted]</td> </tr> <tr> <td style="text-align: right; padding-right: 5px;">Empowerment:</td> <td style="text-align: left; padding-left: 5px;">44</td> </tr> <tr> <td style="text-align: right; padding-right: 5px;">(Deferred Compensation Plan)</td> <td style="text-align: left; padding-left: 5px;">[Redacted]</td> </tr> <tr> <td style="text-align: right; padding-right: 5px;">Motivation:</td> <td style="text-align: left; padding-left: 5px;">62</td> </tr> <tr> <td style="text-align: right; padding-right: 5px;">(Deferred Compensation Plan With Employer Match)</td> <td style="text-align: left; padding-left: 5px;">[Redacted]</td> </tr> <tr> <td style="text-align: right; padding-right: 5px;">Incentive:</td> <td style="text-align: left; padding-left: 5px;">57</td> </tr> <tr> <td style="text-align: right; padding-right: 5px;">(Defined Contribution Plan)</td> <td style="text-align: left; padding-left: 5px;">[Redacted]</td> </tr> </table>		Entitlement:	20	(Defined Benefit Plan)	[Redacted]	Empowerment:	44	(Deferred Compensation Plan)	[Redacted]	Motivation:	62	(Deferred Compensation Plan With Employer Match)	[Redacted]	Incentive:	57	(Defined Contribution Plan)	[Redacted]
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(Defined Benefit Plan)	[Redacted]																
Empowerment:	44																
(Deferred Compensation Plan)	[Redacted]																
Motivation:	62																
(Deferred Compensation Plan With Employer Match)	[Redacted]																
Incentive:	57																
(Defined Contribution Plan)	[Redacted]																

Questions 13-15

How would you characterize your compensation position within your industry and geographic area?

Extremely generous

Which phrase best characterizes your fringe benefits position within your industry and your geographic area?

Harmful

How harmful has key employee turnover been to your corporate goals in the past five years?

Key employee turnover has seriously affected the company's success.

Harmful

Entitlement: 24
(Defined Benefit Plan)

Empowerment: 53
(Deferred Compensation Plan)

Motivation: 72
(Deferred Compensation Plan With Employer Match)

Incentive: 71
(Defined Contribution Plan)

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FIG. 7A 4H

Questions 16-18	
How likely is it that your key employee group will expand significantly in the next five years?	<input checked="" type="checkbox"/> Extremely likely to expand. 534 <input type="checkbox"/> Not extremely likely to expand. 540
How would you characterize competition in recruiting key employees within your industry and geographic area?	<input type="checkbox"/> We work in an extremely competitive recruiting environment. 536 <input checked="" type="checkbox"/> We work in an environment where competition is not a major factor. 538
How important is it that every compensation and benefit program be currently deductible in the corporation?	<input type="checkbox"/> Not an important decision factor. 538 <input checked="" type="checkbox"/> An important factor. 534
Defined Benefits Quiz: Microsoft Internet Explorer	

Fig. 7F-4I

Questions 19-20

How important is it that a retirement benefit program have a vesting schedule?

Absolutely important.

How important is it that a retirement benefit program permit participants to select from a range of asset-allocation options? 5 1/2

Absolutely important.

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✓
534
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Entitlement: 93 (Defined Benefit Plan)
Empowerment: 125 (Deferred Compensation Plan)
Motivation: 148 (Deferred Compensation Plan With Employer Match)
Incentive: 139 (Defined Contribution Plan)

7

538

FIG. 75 45

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http://10.10.99.1:7001/quiz/quiz_controller.jsp - Microsoft Internet Explorer

The results of your quiz

541

545

Entitlement: 105
(Defined Benefit Plan)

Empowerment: 137
(Deferred Compensation Plan)

Motivation: 172
(Deferred Compensation Plan With Employer Match)

Incentive: 183
(Defined Contribution Plan)

Based on your answers, it appears the Deferred Compensation Plan With Employer Match would best fit your needs since you scored highest in the Motivation category.

Close window

540

Info

File TK 4K